



# Human Capital Planning for the IT Workforce



The Federal CIO Council IT Workforce Committee Remains Committed to the  
PMA Human Capital Goal:

*"The Right IT People in the Right Jobs with the Right Skills at the Right Time"*

## Why Human Capital?

*The President's Management Agenda: Strategic Management of Human Capital*

- People are an organization's most valuable asset
- Their value to the organization can be increased through targeted investments
- Increasing their organizational value increases the performance capacity of the organization

## Why the IT Workforce?

*Strategic goal of the Federal CIO Council's IT Workforce Committee: "The Federal Government has a cadre of highly capable IT professionals with mission critical competencies to meet agency goals."*

- Improve IT workforce identification, assessment and reporting capabilities
- Ensure robust IT professional development programs are available
- Strengthen and leverage IT project management skills
- Develop and implement competitive compensation programs

*Office of Management and Budget: Memo released from Clay Johnson April 15*

- All agencies required to have a plan in place to close IT workforce skill gaps by **August 30, 2005**

## What support is the Federal CIO Council IT Workforce Committee providing?

Orientation Provided for Departments/Agencies—April 19 and April 28

Capability Planning and Analysis Tool (CPAT) v1.0

Training sessions to be offered in May and June

Session One: Demand Modeling	Session Two: Gap Analysis
May 26 10am-12pm	June 9 9am-12pm
May 31 1pm-3pm	June 14 1pm-4pm
June 2 10am-12pm	June 15 1pm-4pm
June 7 1pm-3pm	June 16 9am-12pm

**Please register for classes by May 12, 2005**

**For more information, please contact [ITWorkforce@opm.gov](mailto:ITWorkforce@opm.gov)**

